

June VCAT SFA Presentations

People SFA Preview

NIST 2010 Strategic Planning

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People

Strategic goal and purpose

- ▶ Attract, retain and reward the best and the brightest
- ▶ Ensure that each employee can contribute to the full extent of his or her ability

People: NIST Challenge

General workforce trends

- ▶ Shift from internal employment systems to highly competitive market labor force
- ▶ Growth in number of employees that are subcontractors

What employees currently value

- ▶ Intellectual freedom
- ▶ NIST culture
- ▶ Job security



People: NIST strategies

- ▶ Use communities of practice to enhance the productivity of NIST's workforce
- ▶ Increase knowledge sharing and teamwork through incentive and evaluation systems
- ▶ Monitor and measure employee skills

People: Anticipated impacts

- Higher employee satisfaction and morale
- Recruitment goals met
- Growth in indicators of diversity
- Continuously high safety performance
- Benchmarked and continuous improvement using best practices in cognate organizations

People: Anticipated Outcomes

► Outcomes:

- A group of leaders who understand management of technology and share a common set of values
- A more talented, innovative, flexible workforce, with broader skills and a better understanding of their customers

► Metrics

- Increased morale and productivity as measured by employee survey and ability to recruit and retain staff
- Increased customer satisfaction as measured by surveys and feedback
- Increased national and international recognition as measured by invited talks, awards, guest researchers